

SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE



United Nations
Peacebuilding

PBF PROJECT DOCUMENT

Country(ies): Sudan	
Project Title: Empowering Women Civil Society Leaders as Peacebuilders Project Number from MPTF-O Gateway (if existing project):	
PBF project modality: <input checked="" type="checkbox"/> IRF <input type="checkbox"/> PRF	If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts): <input type="checkbox"/> Country Trust Fund <input type="checkbox"/> Regional Trust Fund Name of Recipient Fund:
List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO etc.): Search for Common Ground (CSO) List additional implementing partners, specify the type of organization (Government, INGO, local CSO): Cafa Development Organization (CSO) Badya Centre for Integrated Development Services(CSO) Um Serdiba Organization for Development (CSO) Eve Center (CSO) Al Harcesat (CSO)	
Project duration in months^{1 2}: 24 months Geographic zones (within the country) for project implementation: Sudan (Dilling, Habila, Al Quoz, and Dalami in South Kordofan state; Greater Lagawa in West Kordofan state; Gisan Baw and El-Rosiris in Blue Nile state; and Khartoum)	
Does the project fall under one or more of the specific PBF priority windows below: <input checked="" type="checkbox"/> Gender promotion initiative ³ <input type="checkbox"/> Youth promotion initiative ⁴ <input type="checkbox"/> Transition from UN or regional peacekeeping or special political missions <input type="checkbox"/> Cross-border or regional project	
Total PBF approved project budget* (by recipient organization): Search for Common Ground: \$ 1,998,930.98 Total: \$ 1,998,930.98 <i>*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches the</i>	

¹ Maximum project duration for IRF projects is 24 months, for PRF projects – 36 months.

² The official project start date will be the date of the first project budget transfer by MPTFO to the recipient organization(s), as per the MPTFO Gateway page.

³ Check this box only if the project was approved under PBF's special call for proposals, the Gender Promotion Initiative

⁴ Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.

Any other existing funding for the project (amount and source):

PBF 1st tranche (35%): Recipient (Search): \$699,625.84	PBF 2nd tranche* (35%): Recipient (Search): \$699,625.84	PBF 3rd tranche* (30%): Recipient (Search): \$599,679.29
Total: \$ 699,625.84	Total: \$ 699,625.84	Total: \$ 599,679.29

Provide a brief project description (describe the main project goal; do not list outcomes and outputs): Despite the central role women leaders played in the protests that overthrew former President Omar al-Bashir's government, the subsequent transitional period saw limited inclusion of women leaders. Now, the military takeover of the civilian-led transitional process has left many historically marginalized and excluded groups, like women, with even fewer avenues to access decision making spaces and leadership roles. Despite this, women-led and women-serving organizations (WLWSOs) have continued to advance peace at the local-level in their communities. As uncertainty surrounding the transition exacerbates local conflict drivers and tensions, it will be imperative to strengthen the capacity of local WLWSOs and women leaders and connect them and their existing grassroots initiatives to one another for peer learning and support, collective action and ultimately greater impact. The proposed project has been designed to provide flexible tailored training to WLWSOs and women leaders through Peace Academies, which will be paired with psychosocial support and networking opportunities to address the myriad of barriers limiting women's leadership and participation in peace and security efforts in particular, as well as in economic and social decision-making spaces more broadly. This will be paired with targeting of male champions who can facilitate women's entry into these spaces: acting as allies rather than spoilers to women's empowerment. Overall, the project will strengthen a foundation of diverse women leaders and WLWSOs for truly inclusive, locally-led peacebuilding across the targeted states during the uncertain transition in Sudan and beyond.

Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (including women, youth and marginalized groups): Given the complex operating environment, Search has selected to partner with Um Serdiba Organization for Development, Badya Centre for Integrated Development Services, Cafa Development Organization, and Eve Center all of whom have successfully navigated the shifting context and changing dynamics while maintaining their strong capacity, networks, and experience empowering marginalized groups across the target areas. As part of the regular field monitoring visits that Search conducts within the framework of other ongoing projects in the target areas, Search has consulted with a number of women-led and women-serving organizations, including those who will be implementing partners in this project. During those consultations, one of the main discussion topics were the challenges and capacity gaps of informal WLWSOs in the target states, and these considerations have informed the project's training activities. In addition, monitoring visits engaged some of our current beneficiaries, who include a variety of women and youth from different backgrounds (internally displaced, socioeconomically vulnerable, etc.), who underlined the safety and protection concerns that they face in some of the most conservative communities. The project is further informed by Search's recently completed final evaluation of our project *Maa Baaad Nanmo - We Grow Together* which targeted diverse stakeholders from across local communities, government representatives, and CSOs (through a survey, focus group discussions and key informant interviews). The findings and insight offered from the final evaluation directly informed

the project design –ensuring that it is responding to the perceptions and needs of local communities (especially women, youth and marginalized groups).

Project Gender Marker score⁵: 3

Specify % and \$ of total project budget allocated to activities in pursuit of gender equality and women's empowerment: 100%, \$ 1,998,930.98

Briefly explain through which major intervention(s) the project will contribute to gender equality and women's empowerment⁶: This project recognizes the distinct barriers that continue to limit women's leadership and empowerment in Sudan, particularly in more peripheral, historically underserved and conflict-ridden states including: limited opportunities for capacity building, conservative social norms preventing women's public leadership, and widespread distrust and eroded social ties. Thus the project will take a multi-pronged approach to address each of these barriers and support women to overcome them and to demonstrate the positive benefits of their leadership, inclusion, and meaningful engagement.

The *theory of change* that informs this approach is that ***If*** women leaders (including young women), women-led, and women-serving organizations (WLWSOs) have increased organizational capacity and capacity to build consensus and mobilize collective action among diverse groups to advocate for women's inclusion, ***and if*** women leaders and WLWSOs have increased opportunities to jointly design and implement effective peace initiatives that respond to community needs ***and if*** key male government actors, community leaders, and the broader community are more aware and accepting of the positive benefits of women's leadership and their own role in supporting women's leadership ***then*** women's meaningful participation in locally-led peacebuilding will be increased in Sudan's peripheral states ***because*** the benefits of women's inclusion in decision-making spaces will be better understood and supported by their communities and government, resulting in a more conducive environment for women and WLWSOs to advance collective action for their shared goals.

Project Risk Marker score⁷: 1

Select PBF Focus Areas which best summarizes the focus of the project (*select ONLY one*)⁸:

(2.3) Conflict prevention/management.

If applicable, SDCF/UNDAF **outcome(s)** to which the project contributes:

UNDAF Outcome 5:* By 2021, security and stabilization of communities affected by conflict are

⁵ **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)

Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE

Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

⁶ Please consult the **PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding**

⁷ **Risk marker 0** = low risk to achieving outcomes

Risk marker 1 = medium risk to achieving outcomes

Risk marker 2 = high risk to achieving outcomes

⁸ **PBF Focus Areas** are:

(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;

(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management;

(3.1) Employment; (3.2) Equitable access to social services

(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

improved through utilization of effective conflict management mechanisms, peace dividends and support to peace infrastructures and durable solutions that augment peaceful coexistence and social cohesion.

**UNDAF 2018-2021 has been extended by one year to 2022*

Sustainable Development Goal(s) and Target(s) to which the project contributes:

SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all level

Type of submission:

☒ **New project**

☐ **Project amendment**

If it is a project amendment, select all changes that apply and provide a brief justification:

Extension of duration: ☐ Additional duration in months (number of months and new end date):

Change of project outcome/ scope: ☐

Change of budget allocation between outcomes or budget categories of more than 15%: ☐

Additional PBF budget: ☐ Additional amount by recipient organization: USD XXXXX

Brief justification for amendment:

Note: If this is an amendment, show any changes to the project document in RED colour or in TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.

PROJECT SIGNATURES:

<p>Recipient Organization(s)⁹</p> <p>Name of Representative: Entisar Abdelsadig Country Director - Sudan</p> <p>Signature [Redacted]</p> <p>Name of Agency: Search for Common Ground</p> <p>Date & Seal 3/10/2022</p>	<p>Representative of National Authorities</p> <p>Name of Government Counterpart</p> <p>Signature [Redacted]</p> <p>Title [Redacted]</p> <p>Date & Seal [Redacted]</p>
<p>Head of UN Country Team</p> <p>Name of Representative Khardiata Lo Ndiaye</p> <p>Signature [Redacted]</p> <p>Title Resident Coordinator</p> <p>Date & Seal 03 October 2022</p>	<p>Peacebuilding Support Office (PBSO)</p> <p>Elizabeth Spehar [Redacted]</p> <p>Signature [Redacted]</p> <p>Assistant Secretary-General for Peacebuilding Support</p> <p>Date & Seal</p> <p>08/12/2022</p>

⁹ Please include a separate signature block for each direct recipient organization under this project.

I. Peacebuilding Context and Rationale for PBF support (4 pages max)

- a) A brief summary of **conflict analysis findings**. This analysis must be gender- and age-responsive.

Women (including young women) in Sudan were at the forefront of the 2019 peaceful protests which removed former President Omar al-Bashir from power and put in place a civilian-led transitional government. Many hoped this transitional period would create more inclusive processes and governance. While some steps were taken –including repealing the Public Order Law that largely targeted women and religious minorities and developing a National Action Plan on UNSCR 1325 – these efforts largely fell short of expectations. Women remained marginalized, especially in peripheral states where access to opportunities are limited and social norms are more conservative. Following the October 25, 2021 military takeover of the transitional government, progress on women’s empowerment has slowed. *As Sudanese return to the streets demanding civilian rule, women are once again at the forefront –continuing to call for overturning the social norms and policies that still exclude them.*

Persistent patriarchal, conservative social norms continue to prevent women from meaningfully participating in their household and their community’s peace and development. Women’s access to financial resources is severely limited, with men often withholding or confiscating income from their wives. Limited economic opportunities for women to support themselves undermines their confidence and increases their vulnerability. In addition, male family members and community leaders also retain disproportionate control over the participation and mobility of women. Strict limits to women’s presence and role in public has prevented them from engaging with one another to build stronger networks, strengthen mutual support and address their shared challenges and concerns. Further, sexual and gender-based violence (SGBV), which has increased leading up to and following the military takeover, prevents women from fully engaging in public spaces.

Women in Sudan’s conflict-affected peripheral states such as South Kordofan, West Kordofan, and Blue Nile are even more marginalized, with limited access to capacity building opportunities or services (including for survivors of SGBV or for psychosocial support). Each of these states have been affected by conflict for decades resulting in longstanding distrust and eroded social ties. In Blue Nile and South Kordofan, unresolved conflict between the SPLM-N and the government¹⁰ have resulted in widespread displacement which has primarily impacted women –leaving many women as the sole heads of their families. Despite this burden, women remain excluded from key decision making spaces. Similarly in West Kordofan, which has experienced ongoing violent conflict (including between armed groups and government forces, farmers and herders, as well as ethnic-based violence between tribes) has also left women as the primary income earners.¹¹ Further, as conflicts in each of these states remain unresolved, the persistent presence of armed groups and security forces as well as the heightened scrutiny from intelligence services exposes women leaders and women-led, women-serving organizations (WLWSOs), who have the potential to advance locally-led peacebuilding and take on a more public presence to advocate for women’s empowerment, to even more personal insecurity and threats.

Young women face additional barriers due to their age and perceived limited experience, and are often excluded from both the youth movements and women’s movements. Youth-led resistance committees, which have been a strong organizing force to counter the military takeover, are primarily led by young men with limited engagement by young women. Even the national-level women’s movement has

¹⁰ Moreover, in both South Kordofan and Blue Nile, peace negotiations stalled following the military takeover leaving increased tensions as communities contend with the uncertainty over the fate of the peace agreements.

¹¹ See: Yahya, Abdelmageed M. & Tamer Abd Elkareem. “Gender, Conflict and Environmental Assessment/Analysis Blue Nile State”. UN Women, 2021. And, Search for Common Ground, “Peacebuilding and Economic Resilience: Empowering the Women of South and West Kordofan”. Search for Common Ground, 2017.

sparse participation by young women –primarily led by elite, established women leaders in Khartoum. The protection concerns for young women are exacerbated as they take on a more visible public presence in a historically conservative culture but lack the national movements (women’s movement and youth movement) that can provide a level of security and protection through joint and collective action.

While strong female professional unions in the 1960s and 1970s served as precursors to the feminist movement in Sudan, civil society has since faced decades of severe restrictions and scrutiny. The recent military takeover has again ushered in restrictions on civil society, compounding existing issues of limited financial viability and organizational capacity among civil society organizations (CSOs). Difficulties in formal registration limited the number of CSOs, unless backed by the state under President Bashir, and renewed concerns over increased scrutiny by security forces, which historically instilled a culture of distrust, are reinforcing siloes between ‘revolutionary’ civil society, professional organizations, state-supported CSOs, and informal organizations. This continues to limit the collective power of Sudanese civil society to make key democratic gains, including advancing women’s leadership on peace and security. A 2018 final reflection by Search highlighted that while working with WLWSOs in Sudan effectively institutionalized knowledge and ensured it cascaded to as many women as possible in local communities; the limited technical and management capacities of WLWSOs, along with a culture of non-collaboration between CSOs and WLWSOs (as well as between state-sponsored and revolutionary CSOs), were major constraints to WLWSOs’ work.¹²

Despite these challenges, civic space expanded temporarily during the transitional period: organizations are eager to engage with one another, build their capacity, and advance development in their communities. While the military takeover is a setback, WLWSOs and women leaders are still pursuing avenues to engage. Search’s recently completed EU-funded project *Maa Baaad Nanmo: We Grow Together*¹³ was found to have not only **increased women’s confidence and access to social, political, and economic rights**, but also **sparked a large shift in community leaders’ attitudes towards women’s inclusion** in policy and decision making.

The proposed project will capitalize on these achievements and address some of the root causes of women’s exclusion –including limited relationships and patriarchal, conservative social norms which prevent women from engaging fully– by improving the collaboration and coordination between organizations and key community leaders and positively shifting the perception of women and young women in their communities through radio programming. While the security situation in Sudan has shifted following the military takeover, Search has identified opportunities to continue to build on these entry points: by bringing on board male champions at the local/state-level (including civil society and government/community leaders), who often can have a big impact on the day-to-day lives of women leaders and therefore facilitate their entry into decision making space. In order to capitalize on these successes, it will be imperative to continue to provide women leaders and WLWSOs with tailored organizational capacity building, opportunities to strengthen relationships and peer support, and confidence to navigate the new context to work together to advance peace.

As Sudanese demand civilian leadership, the opportunity is ripe to ensure that these demands take into account the unique needs and perspectives of women. Male stakeholders demanding change, including community leaders, youth leaders, and government actors, can become champions for women’s inclusion and leadership in Sudan. Adopting this gender-relational approach, rather than reinforcing silos, will increase other men’s awareness of how women’s empowerment is intimately connected to community goals and interests, rather than being solely a ‘women’s issue’, and will protect women against potentially negative backlash.

¹² Final reflection sessions of our project titled, *Empowering Women as Key Partners in Building Peaceful and Resilient Communities in Sudan*, included FGDs and KIIs with project participants, partners and staff were conducted in 2018.

¹³ This project was implemented in Kassala, Gedaref, Blue Nile, South Kordofan, and West Kordofan.

- b) A brief description of how the project aligns with/ supports **existing** Governmental and UN **strategic frameworks**, how it ensures **national ownership**.

Search and the entire project team recognize that with the 2021 military takeover of the Sudanese transitional period, the various strategic documents guiding the transitional period, including the Constitutional Declaration, may be subject to change. Since the beginning of 2022, some indirect negotiations between the military leadership and civilian groups have taken place with varying levels of success and acceptance, facilitated by the United Nations Integrated Transition Assistance Mission in Sudan (UNITAMS), the African Union (AU), and the Inter-governmental Authority on Development (IGAD) working jointly in a Trilateral Mechanism. In July, General Burhan, who led the military takeover, has announced that the military would leave these talks.¹⁴ The stated purpose of this decision was to allow the political and revolutionary forces to form a government to complete the transition, which would be followed by the dissolution of the Sovereign Council and the formation of a Supreme Council of the Armed Forces expected to take over the command of the regular forces. Despite General Burhan's announcement having been criticized by some key civilians, who have doubted his motives, the military's withdrawal may encourage the primarily youth-led resistance committees and other civilian pro-democracy forces, who have thus far refused to participate in any negotiations that involve the military, to participate in civilian-civilian dialogue. While the proposed project aligns with the Constitutional Declaration and the, now expired, 2020-2022 National Action Plan on Women, Peace, and Security (UNSCR 1325) both of which prioritize the inclusion of women and young women, Search and the project team have also ensured that the proposed activities align with calls from Sudanese citizens for greater opportunities for inclusive, diverse leadership –preparing civilians to re-engage at the local-level when the peace and transitional processes are renewed – offering the best option for meaningful women's empowerment and engagement.

This project is aligned with key UN strategic frameworks and has integrated key principles of UNSCR 1325, 2250, 2419, and 2535 –the inclusion of women in peace and security; inclusion of youth in implementing peace agreements and the importance of protecting civic space for young people. Connecting emerging women leaders (including informal women leaders and young women leaders) to established, formal, and elite women leaders for intergenerational relationship building and also bridging the women and youth peace, and security agendas by recognizing the dual exclusions young women face as both youth and women. Therefore this project will both promote their inclusion and increase awareness among male champions of the importance of their participation and engagement. Lastly, this project supports the interests of the military-civilian negotiation processes facilitated by the UN, IGAD, and AU Trilateral Mechanism and integrates findings from the UN-led process highlighting the importance of inclusion to Sudanese citizens, particularly meeting the 40 percent quota for women's leadership.

- c) A brief explanation of how the project fills any strategic gaps and complements any other relevant interventions, PBF funded or otherwise. Also provide a brief **summary of existing interventions** in the proposal's sector by filling out the table below.

Search's portfolio in Sudan, including projects funded by the U.S. Department of State, USAID, the PBF, and the European Union seeks to advance women's empowerment ensuring that programming cross-pollinates lessons learned and best practices across regions, target areas, and approaches. Further, by focusing our programming on women's empowerment, trained women leaders from across our existing portfolio can be connected to new participants in the proposed project and act as mentors to newly trained individuals. The proposed project also responds to a strategic gap in post-transition programming in Sudan. Many existing projects have had a narrow focus on supporting the political side of the transitional period (through civic education, direct support to political processes, national-level advocacy), or have had a strict humanitarian focus (targeting newly opened areas in conflict-

¹⁴ Associated Press. "Top General Says Military to Leave Sudan Political Talks". VOA, July 2022

affected states for humanitarian aid); however, few projects have looked to build broad-based, grassroots coalitions of civil society actors that are truly inclusive of marginalized voices (including those of diverse women leaders), and which may hold the key to preventing major violence flare-ups in the bumpy road of the transitional period. This project thus does not duplicate any ongoing efforts under existing projects.

Project name (duration)	Donor /budget	Project focus	Difference from/ complementarity to current proposal
Strengthening the Political and Peacebuilding Role of Women in Sudan's Transition <i>(February 2021 - February 2023)</i>	UNPBF (\$899,287.58)	Empower a diverse array of young women to meaningfully participate in Sudanese peace and political processes in support of a more inclusive transition.	In addition to targeting different communities the proposed project will not be focused on political processes. Rather, the proposed project will primarily focus on building a strong, connected civil society capable of acting with a collective, unified voice to contribute to peace and security. Lessons learned from our existing project has highlighted the immediate need to strengthen civil society to build local pockets of relative stability in response to the national-level uncertainty. Thus the proposed project will not duplicate efforts of the current project but will complement the current project and respond to the shifted context following the military takeover, which has increased the sensitivity of engaging with government actors.
Improving Electoral and Political Processes for Changes <i>(September 15, 2020 – December 15, 2023)</i>	USAID	Establishing a <i>violence prevention and monitoring mechanism</i> that identifies and tracks potential hotspots for emerging conflict directly connected to or exacerbated by electoral and political processes.	A difference between this project and the proposed project is the focus on civic education and electoral processes across Sudanese stakeholder groups which diverges significantly from Search's proposed project which principally targets women leaders and WLWSOs building their capacity and connecting them to one another.
Increasing Access to Justice and Holistic Services for Survivors of Gender-based Violence in Sudan <i>(September 2021 - February 2023)</i>	US Department of State (\$1,000,000)	Addressing gender-based violence (GBV) and the drivers of GBV and violent extremism (VE) in Sudan	While both projects focus on women's empowerment, this project focuses on working with institutions and sectors such as the justice sector with a narrow focus on gender-based violence and violent extremism while the current proposal will focus on working with women-led and women serving organizations and building connections between them.
All Women together, Diverse Voices for Peace <i>(July 2020 - December 2024)</i>	Department of State, DRL (\$1,728,394)	Increase the meaningful participation of diverse women in peace and security efforts at the local, sub-national and national level in Sudan.	<i>All Women Together</i> includes a specific policy focus which seeks to shift policy to be more supportive of women's empowerment and includes a policy analysis that can inform coalition building forum discussions. Further, trained leaders from <i>All Women Together</i> will be integrated into the CSO Networks, Coalition Building Forums, Community Dialogues, and Coffee Ceremonies to build a unified cohort of women leaders across Search's portfolio.
Supporting Sustainable Peace in Blue Nile State <i>(July 2021- January 2024)</i>	UNPBF (\$3,982,124)	Promote sustainable peace by building resilience to climate-conflict challenges and support gender-responsive, inclusive, and participatory governance and conflict resolution mechanisms.	While both projects deal with conflict transformation and supporting inclusive processes, this project has a heavy focus on establishing climate resilient livelihoods for women in Blue Nile rather than empowering and engaging women-led and women serving organizations. To ensure complementarity, our proposed project can integrate key leaders and climate champions in programming to address any climate-related or natural resource related conflicts.

II. Project content, strategic justification and implementation strategy (4 pages max Plus Results Framework Annex)

a) A brief description of the project focus and approach

The proposed project emphasizes *coalition-building* –recognizing the high toll years of divisive politics, long-standing conflict, and political instability have had on women’s collaboration and relationships in peripheral states including South Kordofan, West Kordofan, and Blue Nile. Thus, the project is designed for women of various backgrounds to *rebuild relationships and connections* locally, across entrenched divides, and then to connect leaders in the targeted peripheral states and the power center in Khartoum, to *strengthen collective action*. Recognizing the uncertainty at the national-level, this project prioritizes the *inclusion of diverse male champions at the local-level*. This builds on key successes and lessons learned from our previous and ongoing programming which has highlighted the importance of focusing on advancing peacebuilding and strengthening social cohesion at the local level, recognizing that this can often have the most impact on the day-to-day lives of conflict-affected communities especially in the face of national political uncertainty. The overall goal of this project is *to strengthen women’s leadership and collaboration for more inclusive locally-led peacebuilding*. To achieve this goal, WLWSOs representing women and young women’s constituencies will take center stage in the action: providing them one of the few opportunities for women leaders to define their own training needs which will be addressed through the flexible Peace Academies (*more in section C below*). Online platforms will be used to not just reach more women but connect women across Sudanese states and will be paired with platforms at the grassroots level (coffee ceremonies, women’s centers) and the national level (national dialogue) to ensure connections between formalized civil society and informal women-led groups/leaders.

b) Provide a project-level ‘theory of change’

In order to address the above barriers, Search alongside our partners Badya, Um Serdiba, Cafa, Eve Center, and Al Hareesat propose a 24-month project informed by the following theory of change: *If* women leaders (including young women), women-led, and women-serving organizations (WLWSOs) have increased organizational capacity and capacity to build consensus and mobilize collective action among diverse groups to advocate for women’s inclusion, *and if* women leaders and WLWSOs have increased opportunities to jointly design and implement effective peace initiatives that respond to community needs *and if* key male government actors, community leaders, and the broader community are more aware and accepting of the positive benefits of women’s leadership and their own role in supporting women’s leadership *then* women’s meaningful participation in locally-led peacebuilding will be increased in Sudan’s peripheral states *because* the benefits of women’s inclusion in decision-making spaces will be better understood and supported by their communities and government, resulting in a more conducive environment for women and WLWSOs to advance collective action for their shared goals.

This theory of change is based on several assumptions. We assume that by addressing the capacity gaps of diverse women leaders, while also addressing the barriers (both psychosocial and economic) to their engagement, they will have increased confidence in their own ability to positively contribute to the peace and development of their communities. This project also recognizes the benefits to women leaders when they are connected to one another and thus this project also assumes that women’s confidence will be further reinforced through peer mentorship and that their efforts will be more sustainable and long lasting when they work collaboratively. Lastly, this project assumes that by bringing key male stakeholders on board and increasing their understanding of the benefits of women’s leadership for the broader community, key social norms and perceptions of women’s roles will be positively shifted, thereby enabling more effective women’s leadership in Sudan. These assumptions are considered reasonable by the project team based on our years of experience empowering women in Sudan’s peripheral states, and is further supported by findings from a recent final evaluation of our

project, *Maa Baaad Nanmo*, which found that perceptions regarding women's leadership potential had improved alongside women's confidence throughout the project.

c) **Provide a narrative description of key project components** (outcomes and outputs)
Search and our local Sudanese partners propose a project with activities falling under two activity streams correlated to two project outcomes as outlined below:

Outcome 1: Strengthen the capacity, coordination, and strategic relationships among women-led and women-serving civil society to advance peacebuilding

A1.1.1 Peace Academies - Search's work in Sudan has highlighted the benefits of our capacity building efforts but also identified the importance of tailoring trainings to align with the diverse needs of civil society groups. In response to this, the project team will design Peace Academies which will provide a flexible suite of trainings for women leaders and WLWSOs based on their identified capacity gaps¹⁵ and, based on previous programming, training topics will include organizational capacity building (financial management, M&E, grants management, fundraising, and proposal writing); conflict transformation trainings; and non-adversarial advocacy sessions.

A1.1.2 Psychosocial Support Sessions - Recognizing the immense psychosocial needs facing women and young women in conflict-affected states and the risks facing women and young women as they take on an increased public presence; this project will also support the psychosocial and mental health needs of targeted women and young women. Psychosocial support sessions will be hosted by trained counselors brought to women's safe spaces (A1.2.1), to overcome trauma and support participants to develop coping skills that can help them when working with other vulnerable groups who have experienced trauma.

A1.2.1 Women's Centers - Building on recommendations from Search's programming in Sudan, the project will establish or support existing women's centers as safe spaces for women to share information, resources, and receive services (including often stigmatized services such as psychosocial support or trauma healing). To ensure the safety of women, these centers can be established (where they do not already exist) in locations that will not draw attention to women who attend the women's centers for specific services. These spaces will also be utilized by women to coordinate and share information from subsequent dialogues and forums.

A1.2.2 CSO Networks - To increase coordination, information sharing, peer learning, and support, this project will provide limited support¹⁶ to established CSO networks as they continue to coordinate among organizations in target states. Recognizing that there are few fully functional networks or platforms where CSOs across thematic fields can engage with sufficient frequency and depth to improve their collective efforts, the objective will be to encourage improved coordination and collaboration on women's empowerment across organizations with diverse mandates. Networks will also be supported to prepare WhatsApp groups (as internet connectivity allows) to encourage ongoing sharing and coordination.

A1.2.3 Coalition Building Forums - Forums, organized in the capital cities of each state, will bring together CSO representatives (both male and female as possible) to discuss the social and cultural barriers women face, and identify pathways to improve synergies and advance the collective impact of their work. Further, panelists and other guests will be invited including high-profile women entrepreneurs, women media professionals, as well as male allies with expertise in key areas. Participants will identify the needs for women's empowerment in their respective regions, brainstorm solutions and recommendations, define priorities, and design actions.

¹⁵ Women leaders and WLWSOs will be identified based on the selection criteria agreed upon during project start-up and initial consultations held by the project team will identify capacity gaps through a participatory approach, allowing participants to help identify and define their training needs.

¹⁶ Support may include a small contribution to the chairs of the networks to support communication and networking.

A1.2.4 Online Platforms - After establishing relationships among women within each target state, women leaders will be invited to exchange across target locations through online platforms. Online learning sessions, organized by Search, will be an opportunity for project participants to share information and best practices, see examples of successful women-led initiatives, create opportunities for collaboration, and gain the confidence necessary to lead initiatives themselves.

A1.2.5 Coffee Ceremonies - In addition to more formal platforms for women leaders and WLWSOs to coordinate, this project will also support coffee ceremonies, which offer a culturally relevant space for informal women and young women leaders to come together, support each other, and benefit from critical information about community-based support services that are available to them. Crucially, the ceremonies will be a private, neutral space for women and young women outside of civil society who fear the stigma of being seen at women's centers or the premises of CSOs.

A1.3.1 Women-led Peace Initiatives - In a *dialogue-to-action approach*, women leaders and WLWSOs will be supported to jointly implement initiatives¹⁷ based on recommendations from the coalition building forums (A1.2.3) and coffee ceremonies (A1.2.5) to contribute to the peace and security of their communities. Initiatives will integrate male stakeholders, as possible, to generate positive collaboration for peace and to demonstrate the cross-cutting benefits of women's leadership.

A1.3.2 Women-led Livelihood Initiatives - This project will support livelihood initiatives to enhance women's and young women's empowerment. Search has found based on previous programming in Sudan that women's empowerment is more effective and durable when coupled with economic initiatives to '*level the playing field*' among more marginalized and underserved women leaders (otherwise only elite women would have the means to participate). These initiatives will therefore serve to remove some of the barriers to their inclusion and, similarly to the peace initiatives, demonstrate the benefits of women's leadership to community and government leaders.¹⁸

Outcome 2: Increase the understanding, acceptance of, and support to women's rights and the positive benefits of women's inclusion among male authorities and community leaders

A2.1.1 Gender Sensitivity Trainings - Local partners will facilitate trainings for community, political and religious leaders as well as local resistance committees (ensuring separate sessions for each as necessary) to increase their understanding of gender roles, gender dynamics, women's rights, and their role in supporting women's empowerment and leadership. These trainings will increase male stakeholders' knowledge of women's rights and empowerment, prepare them to sensitively engage on these topics, and increase their receptiveness to women's leadership.

A2.1.2 Community Dialogues - Women leaders previously trained by the project (A1.1.1) will organize informal community dialogue sessions in communities to (i) collect the perspectives and ideas of a wider group of people on efforts to remove barriers to women and young women's participation and (ii) transform community members' perceptions and attitudes towards the role of women and young women. Male champions (including traditional, religious leaders, local government representatives) whose buy-in will be necessary, will be invited to join.

A2.1.3 Participatory Theatre Performances - Recognizing the delicate nature of the issues to be discussed in the dialogues, participatory theatre performances will accompany community dialogues to "break the ice" and prepare community participants—in an entertaining, informal and non-threatening manner—to engage in frank conversation around those issues. This project will bring trained actors to target communities (or mobilize troupes within target communities) to structure a

¹⁷ Livelihood and Peace Initiatives will be identified through previous activities (A1.2.2, A1.2.3, and A1.2.5), allowing women to design these initiatives themselves. Women will be encouraged to collaborate across conflict divides and work with existing women's networks. Livelihood and Peace Initiatives will be linked to existing women's networks with whom Search has worked previously as well as local government ministries to support increased sustainability of initiatives and build on lessons learned from previously supported initiatives.

¹⁸ "Peacebuilding and Economic Resilience: Empowering the Women of South and West Kordofan". SFCG, 2017.

performance around community-identified issues, inspiring transformative dialogue on social and cultural barriers affecting Sudanese women to offer solutions.

A2.1.4 Local and State Advocacy Visits - As women leaders and WLWSOs develop consensus around key priorities and recommendations during the Coalition Building Forums (A1.2.3), they will be supported to conduct local and state advocacy visits. Recognizing the uncertainty at the national level and the sensitivity of engaging government actors, this project will support women leaders and WLWSOs to conduct local advocacy visits instead.

A2.1.5 National Women's Dialogue - Despite widespread participation of women in the protests in 2019 and 2021, the women's groups and networks in Khartoum remain primarily made up of elite, established women leaders. To support collective action and inclusion of diverse women leaders and voices, it will be important to ensure these networks and groups are connected to local women leaders. Therefore, recommendations from the project's activities will also be brought to the attention of key women's groups and networks in Khartoum in a National Women's Dialogue –connecting peripheral women leaders in South Kordofan, West Kordofan, and Blue Nile to those in Khartoum building on Search's established relationships with national women's groups in Khartoum.

A2.1.6 Media Campaign - Search recognizes the role that male champions must play to advance gender equality and will work together with project partners to design a multimedia campaign as a social and behavior change tool to break down toxic models of masculinity that reinforce women's marginalization and impose heavy burdens on men and boys as 'providers' and 'protectors'. The multimedia campaign will leverage different formats, based on Search's established media presence and expertise, to target a broader audience: radio programming will reach more rural areas and older age groups, and social media will reach younger age groups in more urban areas.

d) Project targeting

This project targets *Blue Nile* (Gisan Baw and El-Rosiris localities), *South Kordofan* (Dilling and Habila), *West Kordofan* (Greater Lagawa), and *Khartoum*, (to leverage Search's connections to the national women's groups). Blue Nile, South Kordofan, and West Kordofan have been all particularly impacted by the military takeover as peace negotiations undertaken by the transitional government to resolve violent conflict in each state have stalled. In this uncertainty, it will be important to invest in locally-lead peace efforts to (i) prepare women leaders and WLWSOs to fully take on leadership roles to advance peace and (ii) strengthen male champions who can facilitate the engagement and participation of women in these spaces when negotiations re-start. While local peace initiatives can respond directly to the needs and security concerns of local communities, *women leaders and WLWSOs* have capacity gaps perpetuated by years of restrictions to civil society and persistent patriarchal social norms. This project will primarily target **240 formal WLWSOs and women leaders** to build on existing knowledge and skills and strengthen their capacity, confidence, and relationships to reach even more women leaders and groups through their work –ensuring that WLWSOs and women leaders can contribute to more effective and sustainable peace. This project will also target **70 informal women leaders and informal women's associations and groups** who are often outside the reach of traditional civil society but have access to some of the most vulnerable groups and hard to access communities. Trained women leaders and WLWSOs will target them to share knowledge and information through the coffee ceremonies and online platforms. Lastly, **120 male stakeholders** will be targeted under this project recognizing that gender equality and women's empowerment relies not only on the empowerment of women but on the acceptance and cooperation of male champions and broader communities. Thus, male stakeholders who occupy leadership positions in the family, community, and government (for instance traditional and religious leaders, heads of cultural associations, husbands, principals, and teachers) will be targeted for increased awareness and understanding of how they can become champions for women's inclusion and leadership and the connection between women's empowerment and community goals and interests.

III. Project management and coordination (4 pages max)

a) Recipient organizations and implementing partners

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to project
Convening Organization: Search for Common Ground	\$1,366,988.27	USAID, US Department of State, European Union, UNPBF, and UNISFA.	Khartoum, South Kordofan, and Blue Nile	14 staff	Country Director, Program Coordinator, DME Coordinator, and Media and Radio Expertise
Implementing partners: Badya, Um Serdiba, Cafa, Al Hareesat and Eve Center					
Implementing Partner: Badya Centre for Development Services	\$410,000	Search for Common Ground; UNDP ; European Union; Saferworld	Khartoum, Alfua/West Kordofan, Kadogli and Dilling/South Kordofan, Abeyi	17 staff	Gender Expert, Peacebuilding Experts, Economic Empowerment Experts
Implementing Partner: Um Serdiba Organization for Development	\$155,098	Search for Common Ground, FAO	South Kordofan	15 staff	Programmatic and Finance Expertise
Implementing Partner: Cafa Development Organization	\$341,463	UNICEF, Action Against Hunger, NRC	Khartoum, Aljaz eera, White Nile Blue Nile North Darfur, West Kordofan, North Kordofan, Kassala, South Kordofan, and Gedaref	14 staff	Programmatic and Finance Expertise
Implementing Partner: Al Hareesat	\$88,515	PAX, USAID, Centro Studio Di Politica Internazionale (CeSPI)	Khartoum	5 Staff	Programmatic and Finance
Implementing Partner: Eve Center	\$80,000	Saferworld	Khartoum and South Kordofan	5 Staff	Programmatic, Monitoring and Evaluation, and Financial Expertise

b) Indicate the project implementation team, including positions and roles and explanation of which positions are to be funded by the project (to which percentage).

The project management team will be led by Search for Common Ground (Search) which will be responsible for the overall oversight and management of the project ensuring effective and adaptive

program management. The team includes program oversight, financial management, and administrative staff as well as expert staff who will all directly support project implementation. This team will ensure compliance with UN procedures and standards and is responsible for quality control, reporting, finance, communication, and procurement. The team will be overseen by the Sudan Country Director (15%), and project staff include the Program Coordinator (15%), Admin/Finance Team (33%), DME Manager (25%), DME Assistant (25%), Project Officer (100%), and Project Assistant (50%) and the leadership of each partner organization (including the Program Officer and Finance Accountant). This team will be further supported by a Translation Officer, Reporting Officer, Media Officer, Radio Producer, Senior Human Resource Officer, and Officer Support Staff (Driver, Security Guards). Gender expertise has been ensured through Search's Country Director, a leading women's empowerment expert in Sudan and youth expertise has been ensured through the technical expertise and support of Search's Children and Youth Division. In addition, the project management team will be supported by the Central and East Africa Regional Team which provides technical oversight, project management support, financial management, and ensures compliance and reporting. Search's team will be supported by **five local Sudanese partners** who will each implement activities in target communities and will take lead on coordination with participants. Each partner will lead activities in their respective target locations and thus their staff and operational costs to ensure sufficient support for activities, the partner budget breakdown is as follows: Badya (\$ 202,240), Um Serdiba (\$ 236,990), Cafa (\$ 232,885.02), Eve Center (\$ 113,900), and Al Hareesat (\$ 53,800).

c) Risk management

Project specific risk	Risk level	Mitigation strategy
Security: Women leaders or WLWSO representatives become targets for physical violence by government authorities or other actors due to their increased public presence—putting them at risk for retaliation.	Medium	We operate on a basis of informed consent: all participants, partners, and staff will be made fully aware of the potential risks linked to their involvement in the action. The Common Ground Approach also minimizes adversarial engagement, and thus risk from aggressive positioning. This project was designed to take a gradual approach to ensure that participants slowly take on a greater public presence and that key leaders and authorities are accepting of this new role of women leaders.
Social: Male stakeholders undermine or refuse to participate in activities that center women's leadership or that promote alternative, 'positive' masculinities	Medium	The project team will seek to engage the 'right' stakeholders, including male leaders with the potential to be receptive to women's leadership and inclusion, by leveraging our familiarity with the local context, along with insights from the baseline assessment. Additionally, equipped with "Common Ground" skills, women leaders will make the case that women's inclusion is beneficial for the whole community in a <i>non-adversarial</i> manner. Search's unique approach cultivates dialogue and collaboration among actors in divided communities. Conflict sensitivity and Do No Harm principles are built into this wider approach by continuously assessing risks and the changing conflict dynamics at the local, regional, and national level.
Operational: Sharp rises in fuel costs and/or in-country rationing of fuel impairs operations, i.e. through power outages in program offices	High	Search is closely monitoring the impacts of rising fuel costs in Sudan caused by the war in Ukraine. Search will continue to implement our Global Environmental Guidelines, which seek to limit our dependency on and consumption of fossil fuels in our programs, for example through our environmentally-conscious Travel Smart guidelines. Additionally, conflict assessments carried out by Search will consider the potential impact of fuel price hikes, rationing, or shortages on political, social, and conflict dynamics in Sudan.
Political: Changes in the national government	Low	Search has been implementing projects in Sudan for over a decade and has always been able to obtain authorization from the Humanitarian Aid

could shift local government structures thus making them less cooperative and making it more difficult for Search to implement the project.		Commission (HAC) to operate. Despite the uncertainties around the transition, we believe that by sharing transparently about our objectives and involving all key authorities from the HAC and relevant ministries from the start, they will be cooperative. Search has carefully selected local partners with extensive experience in navigating sensitive dynamics and are able to maintain relationships with both local communities and local government authorities.
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d) Monitoring and evaluation

Overview: Search's approach to monitoring, evaluation, and learning (MEL) is rooted in the guiding principles of participation, cultural sensitivity, capacity building, local knowledge, adaptability, and commitment to the principle of Do No Harm. Through our rigorous monitoring and evaluation process — which includes a baseline survey, detailed activity monitoring, monitoring visits, reflection sessions, and a final evaluation — we intend to provide continuous learning throughout the project's lifecycle to adapt our approaches and maximize impact. Search's in-country DME staff, led by the DME Coordinator, will be supported by Search's Institutional Learning Team which oversees

Performance Monitoring: Search will monitor the project's performance through multiple sources that, together, will capture quantity, quality, and timeliness of outputs and outcomes. Quantitative data will be used to compare actual achievements to set project targets and to analyze for trends, while thematic content analysis will be used to determine (from reports, participant feedback, and success stories) differences in attitudes and behaviors across locations, gender, and ethnicity. The project has integrated indicators from our Global Impact Framework (GIF), which establishes a series of aligned measures across our programs that allow us to measure impact in a more longitudinal way, drawing comparisons both internally as well as with the interventions of other actors in the peacebuilding field.

Start-up Phase and Baseline: During the start-up phase of this project, Search's Regional DME Officer and DME Coordinator in Sudan will design the tools, M&E plan, and timeline that will guide project monitoring and will ensure protocols are in place to provide for project sensitivity and safety for all participants and respondents. The start-up phase will also include a reflection of the learnings gathered from our recently completed final evaluation for Search's project *Maa Baaad Nanmo: We Grow Together* to ensure implementation incorporates lessons learned and best practices. During this period, Search will also conduct a baseline survey utilizing mixed data collection methods (quantitative and qualitative) including focus group discussions, key informant interviews, and surveys.

Quarterly monitoring visits: This project will capture output and activity-based results through standardized data collection tools (attendance lists, activity reports, pre- and post-test forms). The Regional DME Specialist will work with Search-Sudan's DME team to design activity monitoring tools. As an open-source organization with a commitment to transparency and advancing learning, Search will share the action's M&E materials through professional networks to foster peer learning and sharing with other international organizations as well

Final Evaluation: During the close-out phase, the project will support a final evaluation conducted by an external evaluator with support from Search and the local partner's in-country M&E personnel. The final evaluation will assess program relevance, sustainability, and effectiveness, as well as mapping out key findings from the project, including expected and unintended results, and laying out recommendations for future programming. The methodology for the evaluation will be proposed by the external evaluator following consultation with the project team.

Roles and Responsibilities: Search, with the support of our project partners, will be responsible for overseeing all monitoring and evaluation of this project. Project partners will be responsible for activity monitoring and submitting activity reports to Search's DME Officers who will integrate the key recommendations and lessons learned into larger quarterly monitoring activities and reflection

sessions. Search's Central and East Africa Regional Support Team will be responsible for writing and submission of all reports to UNPBF, highlighting success stories. The Regional DME and Research Officer will be responsible for the quality of all data collected and will provide technical support to the DME Coordinator as needed.

Monitoring Budget – Search has budgeted \$15,000 for an initial Baseline Study, \$50,000 for an independent final evaluation, \$21,000 for monitoring activities, and a DME Manager and DME Assistant (both at 22% LOE) as well as support from Search's Institutional Learning Team (ILT) for a total of \$48,985.44 over the course of the project. The total monitoring budget comes to \$154,785.44 which is 6.75% of our total budget.

e) Project exit strategy/ sustainability

Sustainability is an integral feature of the project's design. Platforms and activities established or supported under this project have included sustainability mechanisms and Search, alongside our local partners, will ensure our initiatives and platforms are connected to existing women's networks, women's organizations, and local government ministries so that they have continued support after the project ends. This project builds on, and will connect to, existing networks, leaders, and organizations who can offer insight and lessons learned on successful peace and livelihood initiatives ensuring that newly trained leaders build on best practices. Additionally, the online platforms, which are inexpensive for local groups to sustain with limited inputs, can continue to connect women leaders to one another to share information and resources beyond the project's end. Similarly, the Women's Centers will be handed over to local partners and existing women's networks for ongoing management and support while Search will provide technical support to identify funding opportunities to sustain these centers.

Project start-up will provide time for Search and our local partners to identify key stakeholders and the *right people* who are well placed to ensure buy-in and ownership are created in communities. This will be supplemented by the tangible results generated by women leaders and WLWSOs which will provide additional incentives for all stakeholders to continue pursuing the project objectives and goal. Additionally, the project focuses on ***strengthening the organizational capacity*** of WLWSOs and ***building relationships*** among diverse stakeholders which will contribute to the sustainability of project outcomes. By providing WLWSOs and women leaders with key skills in grants management, fundraising, grant writing, and coalition building the project team will be able to handover key activities (such as the CSO networks) to strong organizations to continue to lead them. WLWSOs and women leaders will continue to be supported following these trainings to identify and apply for outside funding opportunities to implement initiatives responsive to community needs and will be supported to formalize their registration with local government entities (including relevant ministries as well as the Humanitarian Aid Commission in each state) so that they can continue to pursue funding opportunities. Lastly, sustainability has been included in the project's aim to shift social norms and perceptions: as relationships are built among diverse stakeholders, women's empowerment and women's rights will be recognized as a collective community priority rather than solely a women's issue. Further, the tangible results and benefits from the women-led peace and livelihood initiatives, promoted through the dialogues and multimedia campaign, will support a shift in social norms and contribute to increased and sustainable multi-stakeholder support for women's inclusion in recognition of the benefits of their inclusion and empowerment.

IV. Project budget

Provide brief additional information on projects costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel or other indirect project support, to demonstrate value for money for the project. Proposed budget for all projects must include

sufficient funds for an independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit. Fill out **Annex A.2** on project value for money.

Please note that in nearly all cases, the Peacebuilding Fund transfers project funds in a series of performance-based tranches. PBF's standard approach is to transfer project funds in two tranches for UN recipients and three tranches for non-UN recipients, releasing second and third tranches upon demonstration that performance benchmarks have been met. All projects include the following two standard performance benchmarks: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met. In addition to these standard benchmarks and depending on the risk rating or other context-specific factors, additional benchmarks may be indicated for the release of second and third tranches.

Please specify below any context-specific factors that may be relevant for the release of second and third tranches. These may include the successful conduct of elections, passage of key legislation, the standing up of key counterpart units or offices, or other performance indicators that are necessary before project implementation may advance. Within your response, please reflect how performance-based tranches affect project sequencing considerations.

Fill out two tables in the Excel budget **Annex D**.

In the first Excel budget table in Annex D, please include the percentage towards Gender Equality and Women's Empowerment (GEWE) for every activity. Also provide a clear justification for every GEWE allocation (e.g. training will have a session on gender equality, specific efforts will be made to ensure equal representation of women etc.).

Annex A.1: Checklist of project implementation readiness

Question	Yes	No	Comment
Planning			
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline	X		
2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission	X		
3. Have project sites been identified? If not, what will be the process and timeline	X		
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.	X		While this was started as Search designed and developed this project this will be continued during project start up to ensure buy-in and support
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?	X		
6. Have beneficiary criteria been identified? If not, what will be the process and timeline.			Initial criteria have been identified but this will be confirmed and expanded on during project start up with all project partners.
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?	X		Search has approvals from the Humanitarian Aid Commission to operate and implement programming in all target locations. Further approvals will be obtained during project start up.
8. Have clear arrangements been made on project implementing approach between project recipient organizations?	X		
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?		N/A	
Gender			
10. Did UN gender expertise inform the design of the project (e.g. has a gender adviser/expert/focal point or UN Women colleague provided input)?		X	While this proposal and design has been reviewed by UNPBF this project was developed building on Search's extensive experience and lessons learned from our existing portfolio of women's empowerment programming including our current UNPBF-funded

			project in Sudan and has integrated best practices and lessons learned.
11. Did consultations with women and/or youth organizations inform the design of the project?	X		
12. Are the indicators and targets in the results framework disaggregated by sex and age?	X		
13. Does the budget annex include allocations towards GEWE for all activities and clear justifications for GEWE allocations?	X		

Annex A.2: Checklist for project value for money

Question	Yes	No	Project Comment
1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money?	X		
2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section.	X		
3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments.	X		
4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section?	X		

5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable?	X		
6. Does the project propose purchase of materials, equipment and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement process and their maintenance/ sustainable use for peacebuilding after the project end.		X	
7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used.		X	
8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not.		X	

Annex B.1: Project Administrative arrangements for UN Recipient Organizations

(This section uses standard wording – please do not remove)

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the signed Memorandum of Understanding between each RUNO and the MPTF Office.

AA Functions

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned;
- Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;
- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially close a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters);
- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

Accountability, transparency and reporting of the Recipient United Nations Organizations

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
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Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reporting and timeline

Timeline	Event
30 April	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
<i>Certified final financial report to be provided by 30 June of the calendar year after project closure</i>	

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

31 July	Voluntary Q2 expenses (January to June)
31 October	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to be refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent's website (www.mptf.undp.org).

Annex B.2: Project Administrative arrangements for Non-UN Recipient Organizations

(This section uses standard wording – please do not remove)

Accountability, transparency and reporting of the Recipient Non-United Nations Organization:

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

Reporting:

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Bi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist

End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reports and timeline

Timeline	Event
28 February	Annual reporting – Report Q4 expenses (Jan. to Dec. of previous year)
30 April	Report Q1 expenses (January to March)
31 July	Report Q2 expenses (January to June)
31 October	Report Q3 expenses (January to September)
<i>Certified final financial report to be provided at the quarter following the project financial closure</i>	

Unspent Balance exceeding USD 250 at the closure of the project would have to be refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent website (www.mptf.undp.org).

Final Project Audit for non-UN recipient organization projects

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

Special Provisions regarding Financing of Terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council. Each of the Recipient Organizations will use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime. If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

Non-UN recipient organization (NUNO) eligibility:

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the Multi Partner Trust Fund Office (MPTFO). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

- Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation.
- Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE:** If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches).
- Produces an annual report that includes the proposed country for the grant.
- Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE:** If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
- Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.¹⁹

¹⁹ Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12.

- Demonstrates at least 3 years of experience in the country where grant is sought.
- Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

Annex C: Project Results Framework (MUST include sex- and age disaggregated targets)

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
<p>Outcome 1: Strengthen the capacity, coordination, and strategic relationships among women-led and women-serving civil society to advance peacebuilding</p> <p>(Any SDG Target that this Outcome contributes to)</p> <p>(Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)</p>		<p>Outcome Indicator 1a: % of target women who believe they can make a positive difference in their communities.</p> <p>Baseline: 0</p> <p>Target: To be determined after baseline</p>	Baseline/Endline (Survey, KIs, FGDs)	% change from baseline at endline, as determined by baseline values
		<p>Outcome Indicator 1b: % of women civil society participants who report the network they have access to enable them to be "very efficient" or "efficient" in advancing peacebuilding.</p> <p>Baseline: 0</p> <p>Target: To be determined after baseline</p>	Baseline/Endline (Survey, KIs, FGDs)	% change from baseline at endline, as determined by baseline values
		<p>Outcome Indicator 1c: % of women civil society participants who provide a concrete example of how they have used a new skill learned under the project.</p> <p>Baseline: 0</p> <p>Target: To be determined after baseline</p>	Baseline/Endline (Survey, KIs, FGDs)	% change from baseline at endline, as determined by baseline values
	Output 1.1: Women leaders and WLWSOs have increased knowledge, skills and confidence to implement effective peacebuilding initiatives	<p>Output Indicator 1.1.1: # of women leaders and WLWSOs trained</p> <p>Baseline: 0</p> <p>Target: to be determined based on budget</p>	Activity Reports, Quarterly Monitoring	240
	A1.1.1 Peace Academies A1.1.2 Psychosocial Support Sessions	<p>Output Indicator 1.1.2: % of trained women leaders and WLWSOs who demonstrate (through pre-/post-tests) enhanced skills in conflict transformation, financial management, M&E, grants management, proposal writing, fundraising</p>	Activity Reports, Quarterly Monitoring, Pre-/Post-Tests to measure change in skills	75% post-activity
	Output 1.2: Women have increased access to safe platforms to engage in mutual support and peer learning	<p>Baseline: 0</p> <p>Target: 75%</p> <p>Output Indicator 1.2.1: # of women's centers supported or established</p> <p>Baseline: 0</p> <p>Target: to be determined by the budget</p>	Activity Reports, Quarterly Monitoring	70% post-activity

Outcome 2: increase the understanding, acceptance of, and support to women's rights and the positive benefits of women's inclusion among male authorities and community leaders	A1.2.1 Women's Centers A1.2.2 CSO Networks A1.2.3 Coalition Building Forums A1.2.4 Online Platforms A1.2.5 Coffee Ceremonies	Output Indicator 1.2.2: # of CSOs engaged through CSO networks and coalition building forums Baseline: 0 Target: To be determined by budget	Baseline/Endline (Survey, KIs, FGDs)	% change from baseline at endline, as determined by baseline values
	Output 1.3: Women have increased opportunities to collaboratively lead peace and economic initiatives to address community needs	Output Indicator 1.3.1: # of peace and security initiatives carried out by participating women leaders Baseline: 0 Target: to be determined based on budget	Activity Reports, Quarterly Monitoring	to be determined based on budget
	A1.3.1 Women-led peace Initiatives A1.3.2 Women-led Livelihood Initiatives	Output Indicator 1.3.2: # of livelihood and economic empowerment initiatives carried out by participating women leaders Baseline: 0 Target: to be determined based on budget	Activity Reports, Quarterly Monitoring	to be determined based on budget
		Outcome Indicator 2a: % of media program audience who demonstrate understanding of the value, acceptance and support of women's inclusion. Baseline: 0 Target: to be determined based on budget	Baseline/Endline (Surveys, KIs, and FGDs)	higher rate among listeners vs non-listeners
		Outcome Indicator 2b: % of targeted male stakeholders who report having a greater awareness of women's rights and the positive benefits of women's inclusion	Activity Reports/Quarterly Monitoring	60% post-activity
(Any SDG Target that this Outcome contributes to)		Baseline: 0 Target: 60%		
(Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)		Output 2.1: Broader perceptions of women's rights and women's leadership are positively transformed Output Indicator 2.1.1: % of targeted male stakeholders (government representatives, community leaders, male family members) who can cite at least one instance of working with civil society on women's empowerment Baseline: 0 Target: To be determined after budget	Activity Reports/Quarterly Monitoring	to be determined
		Output Indicator 2.1.2: # of interactions on social media showing exposure to positive messaging	Activity Reports/Quarterly Monitoring	80% post-activity

A2.1.3.3. Participatory theatre
performance
A2.1.4 Local and State Advocacy
Visits
A2.1.5 National Women's
Dialogue
A2.1.2 Media Campaign

Baseline: 0
Target: to be determined based on budget
Output Indicator 2.1.3: # of radio episodes
produced and broadcast as part of the positive
masculinities campagin

Baseline: 0
Target:to be determined based on budget

Activity Reports/Quarterly
Monitoring

80% post-activity

General Information	
Title of the position:	Design, Monitoring & Evaluation Manager
Organization:	Search for Common Ground
Supervisor:	Country Director
Summary of the position	
<p>The DME Manager will oversee all aspects of monitoring and evaluation, working in close coordination with Search's Regional Institutional Learning Team (ILT) focal point to design M&E tools and regularly monitor the project's progress. The DME Manager will also work closely with the Project Team and partner organizations to ensure regular and timely collection of accurate and useful data that informs program implementation and results. The DME Manager will work hand in hand with program implementation staff and partners, the Khartoum-based staff, as well as with Search's Institutional Learning Team for the Central and East Africa region to support regular reflection and monitoring of project progress.</p>	
Responsibilities	
<ul style="list-style-type: none"> • Overall responsibility for the quality and timeliness of DME efforts, as well as the program's contribution to regional DME quality; • Ensure the availability and lead the development of strong project monitoring systems (e.g. common indicators, M&E plans) and related data collection tools to monitor project activities; • Oversee baseline and evaluation processes, developing terms of reference and supporting the data collection and analysis as well as timely delivery; • Conduct regular monitoring missions in the project's target areas, analyze data collected, and share findings with the program staff as part of reflection sessions to inform programming; • Review the quality of the data collected by other staff members and partners during activities and provide them with guidance; • Strengthen the capacity of Search's partner organizations in monitoring and evaluation providing capacity building as needed; • Contribute to cross-organizational learning, including providing information, guidelines, lessons learned, and tested tools to the Regional Institutional Learning Team; • Report monthly and annual progress on all project activities to program management; • Suggest strategies to the Project Management for improving the efficiency and effectiveness of programming by identifying bottlenecks in completing project activities and developing plans to minimize or eliminate such bottlenecks; • Assist the project personnel with M&E tools and in supporting them in their use; • Provide input and update information related to results and achievements for Search website • Oversee the communication and visibility aspects of the Sudan program, through written material, photos, success stories, updated website, social media and traditional media. • Oversee the DME Assistant and additional DME staff as needed to ensure regular monitoring of all projects under Search Sudan's portfolio. 	
Percentage Funded Through PBF: 25%	

Job Description	
General Information	
Title of the position:	Finance Manager
Organization:	Search for Common Ground
Supervisor:	Country Director
Summary of the position	
<p>The Finance Manager will work closely with both the project and administrative teams, as well as Search's Regional Finance Team to ensure the effective financial management and tracking of the project. The Manager will ensure compliance with all of Search's and the donor's policies and procedures as well as proper documentation and reporting. The Finance Manager will oversee the Finance team who will ensure continued coordination with project partners to ensure accurate and effective management and tracking of project finances.</p>	
Responsibilities	
<ul style="list-style-type: none"> • Coordinate with the Country Director and Project Team in developing and maintaining proactive, positive and professional relationships with partner organizations, key stakeholders, government representatives and institutions; • Build the capacity of partners' in cash management, accounting recording, and financial reports as well as build the capacities of the program team in budget management and best practices to maintain a healthy financial status; • Overall management of the project budget, tracking spending and ensuring accurate accounting and reporting procedures; • Review and update Search Sudan internal procedures, as needed, ensuring that they comply with both Search's policies and the donors' as well as Sudan legislation; • Work in close coordination with the project team to develop accurate budget projections, effectively monitor the budget, and provide analysis to ensure accurate spending as well as tracking expenditures and variances; • Monitor funds, ensuring that up to date records of expenditures are kept and that they comply with budget allocations and donor requirements; • Lead the Finance and Admin team in managing and monitoring the finances of the program, establishing and monitoring a system of checks and balances to ensure the program's financial stability and viability within the annual operating budget; • Monitor account payables/receivables including all balance sheet accounts and provide monthly feedback; • Ensure submission of accurate and timely quality monthly finance reports (MFR), monthly field office cash requests to HQ, where appropriate donor invoices/payment requests, quarterly financial management scorecards and other required reports to headquarters, ensuring HQ ledger matches Sudan data; • Maintain accurate and timely donor financial reports and correspondence with donors and Search's Regional Team on all financial matters; • Coordinate internal and external audit where necessary; • Review and provide input for all contracts, its fulfillment and process payments; • Ensure SFCG Sudan has a smooth functioning and efficient finance department by optimizing use of IT and Search's internal financial management software, Intacct. 	
Percentage Funded Through PBF: 30%	

Job Description	
General Information	
Title of the position:	Project Officer
Organization:	Search for Common Ground
Supervisor:	Country Director
Summary of the position	
<p>The Project Officer will take the lead on the day-to-day project implementation in line with technical focus of the project in the country through coordination of internal experts to ensure the delivery of technical activities such as training sessions, working closely with project partners to ensure effective and efficient implementation and supporting regular monitoring and post-program evaluations. The Project Officer will work with oversight from the Program Coordinator and in close coordination with Search Sudan's DME team, Support and Operations Team, and Finance Team to ensure that activities are well planned and budgeted, that any implementation challenges are anticipated and communicated, and that project progress is well documented.</p>	
Responsibilities	
<ul style="list-style-type: none"> • Liaise with key stakeholders and focal points among local partners and among other ongoing projects in target areas to identify women leaders, WLWSOs, existing networks, as well as key male champions who can connect these women to leadership opportunities and create entry points for women leaders; • Organize training workshops on leadership and conflict transformation for young and established women leaders; • Manage and support the implementation of the partner-led portion of this project, coordinating closely with partners to implement a wide range of project activities; • Supervise the production of media programs to improve public perceptions of women's leadership; • Work closely with Search's DME team to monitor and track project's progress and draw out results, success stories and lessons learned; • Manage project activities including administrative tasks related to planning, budgeting, executing, monitoring on project related activities; • Oversee efforts to communicate the project's goals and outcomes to domestic and international audiences; • Develop and coordinate actions among project partners; • Build and maintain working relationships with both government representatives and key project stakeholders at all levels in order to strengthen opportunities for advocacy and higher visibility; • Work with the Finance Team to ensure successful management of the budget and accurate tracking of project expenses; • Monitor the program's financial status for inclusion in periodic reports; • Produce activity reports, as well as quarterly reports. 	
Percentage Funded Through PBF: 100%	

Job Description	
General Information	
Title of the position:	Program Coordinator
Organization:	Search for Common Ground
Supervisor:	Country Director
Summary of the position	
<p>The Program Coordinator will oversee the implementation of Search's program on empowering an intergenerational and diverse group of women leaders to meaningfully engage in peace, security, and advocacy at community and national levels. This position is responsible for: managing the relationship between Search and project partners; ensuring high-level representation at events and activities associated with this program; ensuring compliance with the award agreement provisions; direct supervision of implementation and coordinating the team of Search project staff; and overseeing monitoring and evaluation, financial management, and administrative processes related to the program. The Program Coordinator will also liaise as needed with Search's Central and East Africa Regional Team, Institutional Learning Team and HQ departments to keep the teams informed about the program's implementation and progress.</p>	
Responsibilities	
<ul style="list-style-type: none"> • Oversee implementation of program-related interventions, providing strategic guidance and supervision to the Search Sudan team and project partners, especially with regard to empowering young women in local and national peace processes; • Provide ongoing mentoring and coaching to in-country teams and local partners as they implement project interventions from a gender-responsive approach; • Ensure the technical excellence, adherence to Search standards and approaches, and within-budget and on-time delivery of activity results; • Stay well-informed about recent political developments in Sudan and sensitive to perceptions of gender in Sudan society and culture; • Periodically evaluate progress towards the completion of project deliverables to verify alignment with strategic directions and defined targets and adjust as necessary; • Ensure the program's interventions are gender-sensitive and closely monitored and documented throughout implementation to ensure that actions are taken to continually improve performance (including re-orienting and adjusting strategies when needed); • Support financial oversight of all processes on the program, including procurement, selection of consultants, payments for goods and services, preparing budget realignments, etc; • Provide line management, supervision and staff development including mentorship on peacebuilding, women's empowerment, team building and capacity strengthening of the project team; • Participate in regular coordination meetings with Search's Central and East Africa Regional Team, Institutional Learning Team, Finance Team, and other counterparts as needed; • When needed, represent Search at high-level meetings and events related to the program, including with institutional counterparts, donors, and other partners; • Oversee efforts to document project results related to the program's activities and disseminate results as appropriate at national, regional and global levels; • Coordinate Search's relationship with its implementing partners. 	
Percentage Funded Through PBF: 15%	

Job Description	
General Information	
Title of the position:	Country Director
Organization:	Search for Common Ground
Supervisor:	Regional Director for East Africa
Summary of the position	
<p>The Country Director manages the overall program in Sudan from a programmatic and operational perspective, as well as leading on fundraising and donor relations. The Country Director leads the Sudan Country Team. This position reports to the Regional Director for East Africa and collaborates closely with various Washington and Brussels-based divisions of Search, including the East Africa Team, the Institutional Learning Team, Communications, Finance and Operations.</p>	
Responsibilities	
<p>Key Area 1: Program Development and Implementation</p> <ul style="list-style-type: none"> • Define program priorities, plans and long-term strategy (in close collaboration with the Regional Director and project team) • Oversee implementation of funded projects, collaborating with donors, partners, and other staff • Manage the country program with the highest quality standards and with well-documented results • Ensure sharing of results across different offices of Search Sudan, across Search and with external stakeholders • Responsible for ensuring lessons learnt are applied to future programming • Be well-informed about recent political developments in Sudan and sensitive to perceptions of gender in Sudanese society and culture • Ensure that program planning and management effectively utilize available resources, and respond to gaps with fundraising and/or operational adjustments as needed • Report to donors according to contractual deadlines with quality narrative and financial data <p>Key area 2: Financial Management</p> <ul style="list-style-type: none"> • Directly oversee and manage the Finance Manager, ensuring financial compliance with the laws of Sudan, donor requirements, and Search procedures across the organization • Maintain regular communication with Regional and HQ finance focal points on finance issues and ensure that the organization is ongoingly audit-ready • Identify potential shortfalls and strategize with the organization's senior management as necessary to ensure the program's financial sustainability <p>Key area 3: Staff Management and Development</p> <ul style="list-style-type: none"> • Develop and manage a team of diverse staff members modelling effective communication and collaboration • Participate in the recruitment and selection of highly qualified staff for this project, onboarding and ensuring ongoing staff opportunities for capacity development • Strengthen the capacity of national staff and partners, developing capabilities to implement gender sensitive programming beyond the project's duration • Ensure compliance with Search's policies and procedures, Safety and Security, and Code of Conduct • Ensure that country policies, contracts, and disciplinary procedures and processes conform to local labor laws • Ensure an updated security and evacuation plan is in place to protect project staff and participants 	
Percentage Funded Through PBF: 15%	

For MPTFO Use

Totals	
	Convening Organization: Search for Common Ground
1. Staff and other personnel	\$ 391,405.34
2. Supplies, Commodities, Materials	\$ 12,000.00
3. Equipment, Vehicles, and Furniture (including Depreciation)	\$ 4,200.00
4. Contractual services	\$ -
5. Travel	\$ 52,540.00
6. Transfers and Grants to Counterparts	\$ 839,815.00
7. General Operating and other Costs	\$ 568,199.44
Sub-total	\$ 1,868,159.79
7% Indirect Costs	\$ 130,771.19
Total	\$ 1,998,930.98

Performance-Based Tranche Breakdown		
	Convening Organization: Search for Common Ground	Tranche %
First Tranche:	\$ 699,625.84	35%
Second Tranche:	\$ 699,625.84	35%
Third Tranche:	\$ 599,679.29	30%
TOTAL	\$ 1,998,930.98	